



Presentation to the

JOINT FINANCE COMMITTEE

Presented by

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Department of Human Resources
January 29, 2019

DEPARTMENT OF HUMAN RESOURCES

Mission/Vision

- ❖ **MISSION:** Provide human resources services to all State employees and those seeking employment.
- ❖ **VISION:** Advance human resources services with a diverse, inclusive workforce and consistent, equitable policies, practices and procedures.



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Background

- ❖ July 2017, Governor Carney signed HB4 into law, creating the Department of Human Resources (DHR) which:
 - *Transferred human resources functions* from the *Office of Management and Budget* to the *Department of Human Resources*
 - Required the *centralization* of human resources – including *budgetary, operational and regulatory* changes necessary for implementation
 - Established *two new divisions*: the Division of Diversity & Inclusion and the Office of Women's Advancement & Advocacy
- ❖ FY19 epilogue mandates Service Level Agreements be implemented by June 30, 2019 (SB 235, §107)

CREATED
JULY 16, 2017



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Government Efficiency & Accountability Review (GEAR)



- ❖ **Charter member of GEAR**
- ❖ **Committed to providing human resources services in an efficient and accountable manner.**



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Overview

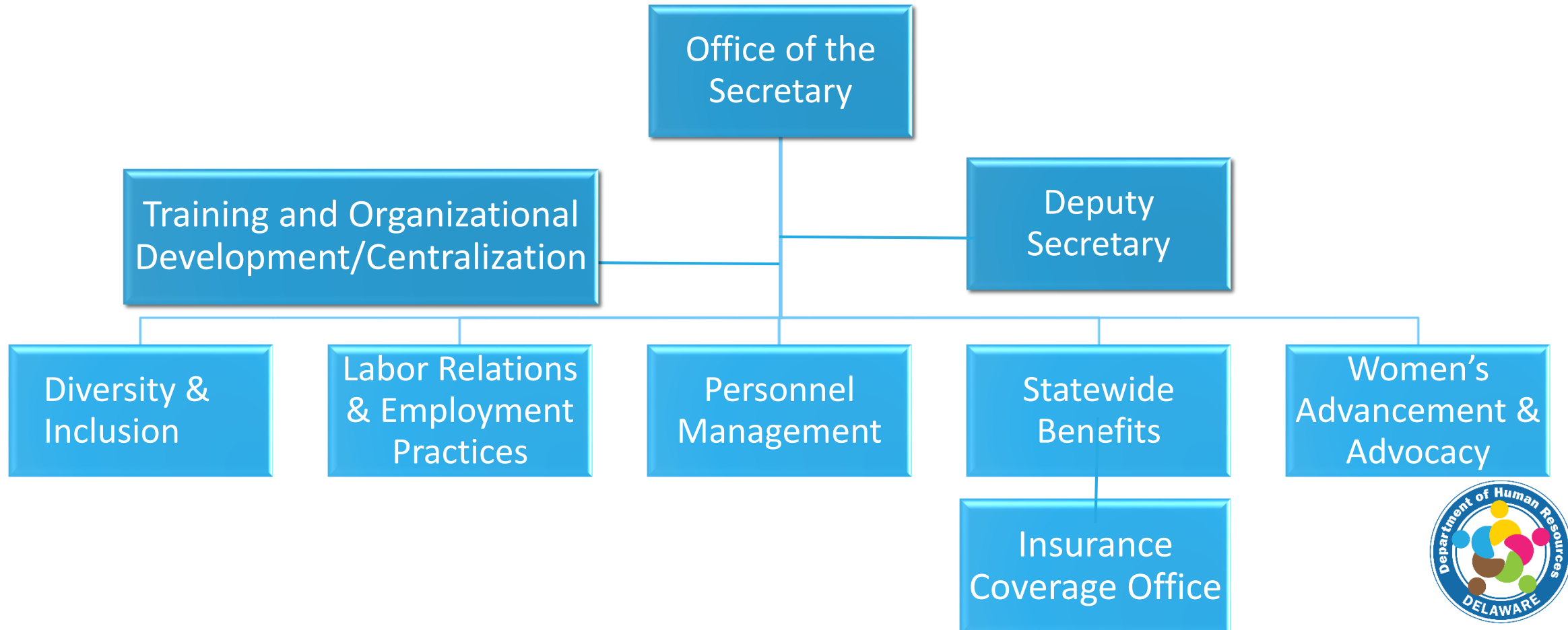
❖ Best practices for the delivery of human resources services with a focus on

- Excellent Customer Service
- Affordable Health Care
- Diverse, Inclusive, Respectful Workplace
- Uniform Policies, Practices and Procedures
- Equitable Treatment of Women



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Organizational Structure



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Statewide Benefits

- ❖ **Manages health care programs for over 127,000 state employees, retirees, and dependents and about 120 employee groups.**

- Dental
- Disability
- Flexible Benefits
- Group Health
- Group Life
- Long-term Care
- Prescription
- Supplemental Benefits
- Vision

- ❖ **Provides Administrative Support to the State Employee Benefits Committee (SEBC) and subcommittees.**



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Insurance Coverage Office

- ❖ **Protects the State's physical assets, manages the State's Workers' Compensation program, reduces the average length of lost time and total incurred costs from workers' compensation injuries, and conducts safety and risk management training programs.**

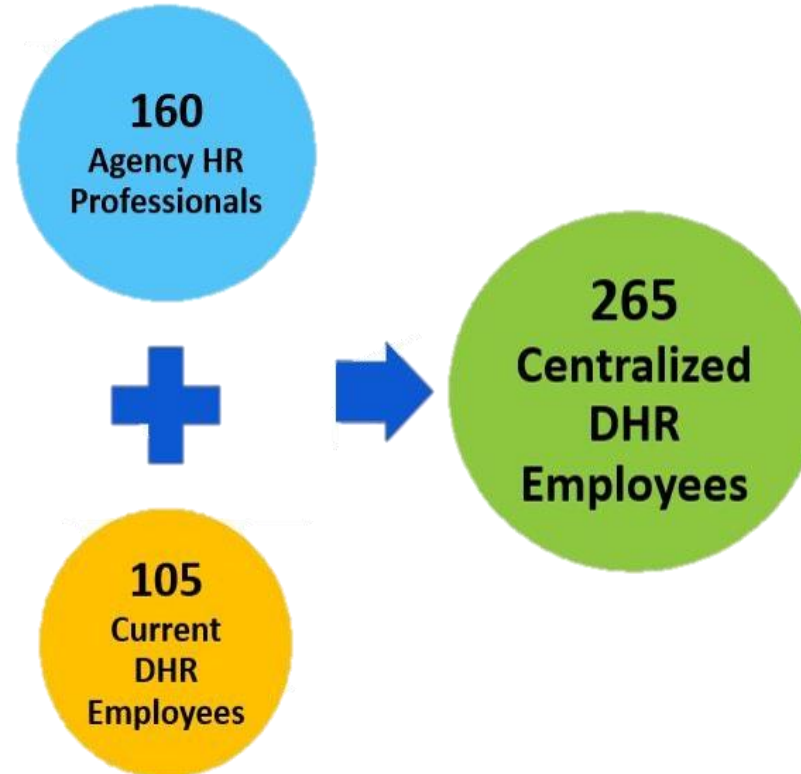


- Aircraft
- Artwork
- Automobiles
- Boats
- Buildings



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Centralization



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Recruitment/Retention

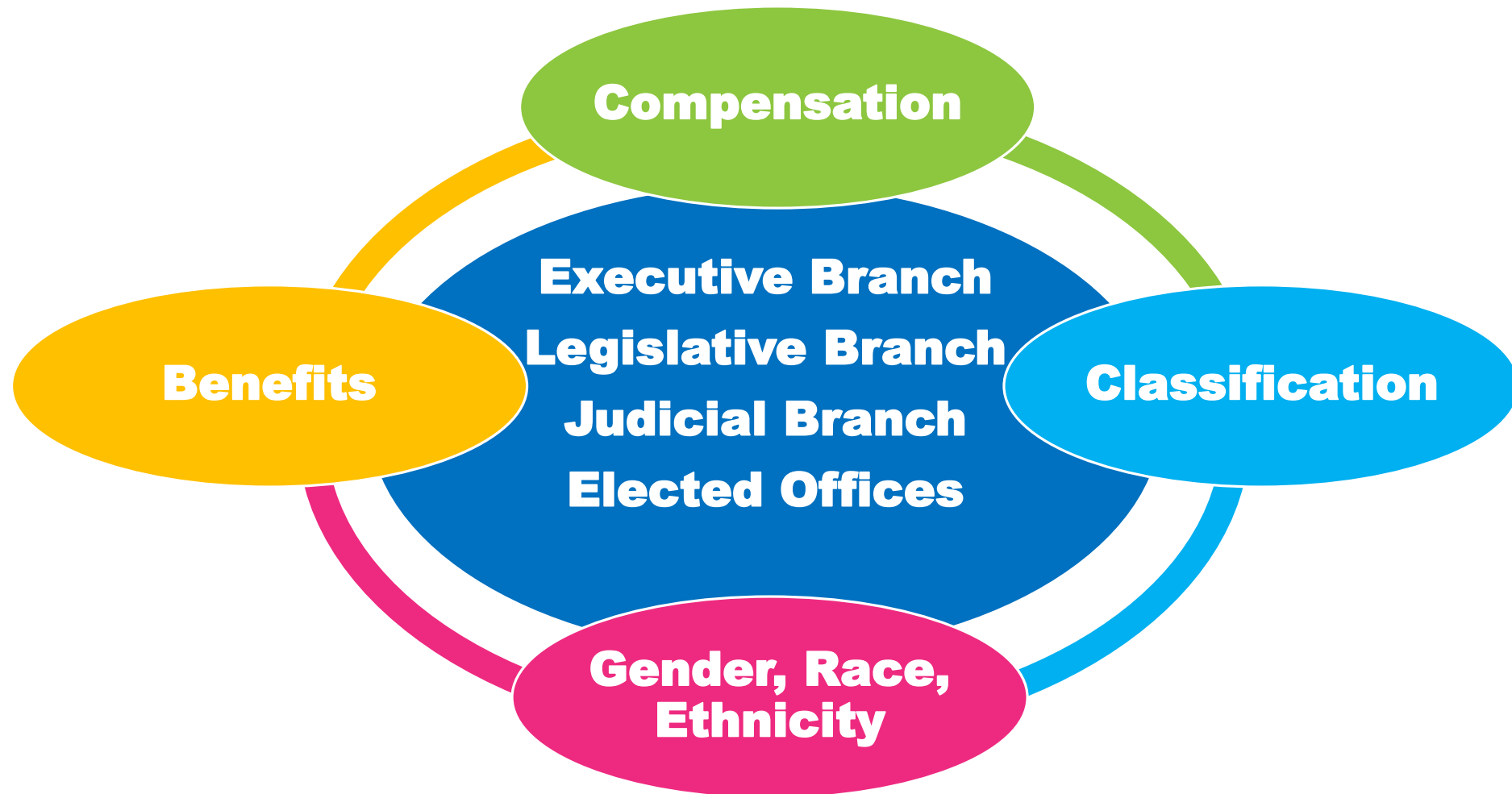


- ❖ Develop “**Best Practice**” for filling vacancies by attracting the **best talent** in the **shortest time**.
- ❖ Create a **superior workforce culture** to **increase retention** of employees.



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Total Compensation Study



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Women's Advancement & Advocacy



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Looking Forward



QUESTIONS?



Thank you!